Marine Corps Systems Command

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Resource Management

SUCCESSION PLANNING
&
LEADERSHIP DEVELOPMENT

How to develop individuals for senior leadership positions

Succession Planning & Leadership Development

- Executive Leadership Development Program (ELDP)
- Mentoring Program
- Command Supervisory Development program (CSDP)
- Executive Coaching

Executive Leadership Development Program

Purpose:

- Develop the future leaders of Marine Corps Systems Command

- Provide individuals with demonstrated leadership potential the skills necessary to serve in significant management positions within the command

Mentoring Program

Purpose:

- Develop Technical skills of our workforce members
- Develop Leadership skills of our workforce members
- Increase Corporate knowledge
- Improve Communication skill of our workforce members
- Retain workforce members

Supervisor Responsibility

- Support and encourage Mentoring
- Be a information mentor
- Ensure all employees are given the opportunity to participate
- Ensure employees are prepared for future command leadership positions

What is the Command Supervisory Development Program (CSDP)?

A course designed specifically for MARCORSYSCOM supervisors to provide the basic knowledge and skills required of federal supervisors and managers.

Why?

- Command Strategic Goal 1

  Continue to evolve the MARCORSYSCOM organization in order to Accomplish our mission in the most effective and efficient Manner.
- Statute requires 1 year probation for new supervisors
- Increasing roles and responsibilities of supervisors
- Supervisor can not rate employee if they have not had Performance Management training
- Mandatory NSPS objective for all supervisors
- HROM training does not meet MARCORSYSCOM requirements:
  - MCSC unique processes and programs

Executive Coaching

- Command Team of Strategic Change Management Experts provide
    - Customized team formation training
    - Scorecard expertise and coaching
    - Certified lean Six Sigma experts

QUESTIONS?